

LESSON PLAN

1. FOOD SERVICE SUPERVISOR/MANAGER CERTIFICATION COURSE

B-322-*****

Topic 1.2 Adult Learning Principles

Class periods: .5

Lab periods: 0

Enabling Objectives:

1.1 **DISTINGUISH** between teaching adults vs children

1.2 **IDENTIFY** characteristics of adult learners

1.3 **IDENTIFY** superior condition for adult learners

1.4 **DISCUSS** techniques for motivating adults to learn

1.5 **DISCUSS** rules of learning

Instructor Preparation:

A. Review Assigned Trainee Material

B. Reference Publications:

1. DEEPMEDDEP #19

C. Training Materials Required:

1. Power Point Presentation

Trainee Preparation Material:

A. Trainee Support Materials:

1. Outline Sheet 1-1-1

B. Reference Publications: None

1-1-1

LESSON PLAN

1. FOOD SERVICE SUPERVISOR/MANAGER CERTIFICATION COURSE

B-322-****

Topic 1.2 Adult Learning Principles

DISCUSSION POINT

1. Introduction

RELATED INSTRUCTOR ACTIVITY

1. Establish Contact

Introduce yourself and give any background information that might be of interest.

Establish readiness.

Motivating Statements.

Tell the trainees how they will use the course material.

Tell the trainees why they need to know the lesson material.

Refer to Outline Sheet and review objectives.

1-1-2

LESSON PLAN

1. FOOD SERVICE SUPERVISOR/MANAGER CERTIFICATION COURSE

B-322-****

Topic 1.2 Adult Learning Principles

DISCUSSION POINT

RELATED INSTRUCTOR ACTIVITY

2. Principles of Adult Learning

a. Teaching Adults vs Children

(1) Self Concept

(a) Child - dependent learner/dominant teacher

(b) Adult - helping relationship b/w teacher/learner

(2) Experience

(a) Child - one way communication techniques; experience of teacher as the primary resource for learning

(b) Adult - two way, multidirectional techniques, group discussion, role playing, team designing, buzz groups, skill practice sessions; experience of all valued as resources for learning

(3) Readiness to Learn

(a) Child - curriculum decision made by teacher; grade, class, skill building

(b) Adult - learners group themselves

LESSON PLAN

1. FOOD SERVICE SUPERVISOR/MANAGER CERTIFICATION COURSE

B-322-****

Topic 1.2 Adult Learning Principles

DISCUSSION POINT

RELATED INSTRUCTOR ACTIVITY

according to interest

(4) Time Perspective & Orientation to Learn

(a) Child - education is preparation for future

(b) Adult - problem finding, problem solving, improve situation

b. Characteristics Of All Adult Learners

(1) Adult learner is likely to be more rigid in thinking

(a) Set pattern of behavior

(b) "Unset" in order to learn

(2) Requires longer time to perform learning tasks

(a) Slower reaction time

(b) Less efficient senses - sight & hearing

(3) More impatient in the pursuit of learning objectives

(a) Less tolerant of busy work

LESSON PLAN

1. FOOD SERVICE SUPERVISOR/MANAGER CERTIFICATION COURSE

B-322-****

Topic 1.2 Adult Learning Principles

DISCUSSION POINT

RELATED INSTRUCTOR ACTIVITY

- (b) Especially not direct application to objectives
- (4) Requires more and better light for study task
- (5) Older adult requires a more constant and ideal environmental conditions in order to work efficiently
- (6) Greater difficulty in remembering isolated facts; comprehension little or no change
- (7) Suffers more from being deprived of success (vs younger learner) and is motivated by usefulness of material
- (8) Less willing to adopt new ways
 - (a) Or try new ways
 - (b) Less distracted by social interest and steadier in pursuit of learning task
- (9) Responsibilities competing with education time
 - (a) more likely to be tired and less alert

LESSON PLAN

1. FOOD SERVICE SUPERVISOR/MANAGER CERTIFICATION COURSE

B-322-****

Topic 1.2 Adult Learning Principles

DISCUSSION POINT

RELATED INSTRUCTOR ACTIVITY

(b) Work, children, etc.

(10) More experience in living

(11) Expects to be treated as an adult

c. Superior Conditions For Adult Learners

(1) Learner feels need to learn

(2) Physically comfortable and psychologically safe learning environment

(3) Learner understands objectives and perceives them to be his/her own

(4) Learner shares in planning and operating experience

(5) Learner participates actively in learning process

(6) Use is made of learner experience

(7) Immediate feedback on progress is available to learner

(8) Self evaluation is emphasized

(9) Making mistakes is perceived as a

LESSON PLAN

1. FOOD SERVICE SUPERVISOR/MANAGER CERTIFICATION COURSE

B-322-****

Topic 1.2 Adult Learning Principles

DISCUSSION POINT

RELATED INSTRUCTOR ACTIVITY

requisite for learning

(10) Learning is individualized

(11) New learning is integrated into learner's past experience

(12) Ample opportunity is given to unlearn previous ideas, attitudes, and behaviors

d. Motivating An Adult To Learn

(1) Learning the material will meet an immediate need; need to see an immediate application of the material in the daily routine of job

(2) Learning the material will improve ability to solve work related problems

(3) Learning situation is a valuable use of time (especially with senior personnel in class)

(4) Learning experience makes use of the experiences of students

(5) Essentially, an adult student needs to see

LESSON PLAN

1. FOOD SERVICE SUPERVISOR/MANAGER CERTIFICATION COURSE

B-322-****

Topic 1.2 Adult Learning Principles

DISCUSSION POINT

RELATED INSTRUCTOR ACTIVITY

a short/long term goal such as:

- (a) Making the job easier/faster
- (b) Improving chances for advancement
- (c) Getting a better work assignment

3. Rules of Learning

a. Readiness

- (1) Trainee is ready to learn, he/she will learn more effectively
- (2) Not easily distracted at this point

b. Effect

- (1) Feedback on progress reinforces learning
- (2) Learn better in pleasant surroundings
 - (a) An attitude of fear, gruffness, and unpleasantness interfere with

LESSON PLAN

1. FOOD SERVICE SUPERVISOR/MANAGER CERTIFICATION COURSE

B-322-****

Topic 1.2 Adult Learning Principles

DISCUSSION POINT

RELATED INSTRUCTOR ACTIVITY

learning

(b) proven in psychological experiments

c. Exercise

(1) Understanding and retention of material is significantly improved by repetition; more often an activity or/and fact is repeated, the more likely it is to be learned

(a) Restate and summarize

(b) Tell'em what you are gonna tell'em
Tell'em
Tell'm what you told'em

(2) Repetition may be used in presentations, summary, application, and OJT

(3) Drills use repetition to improve skills and retain factual information

d. Recency

(1) The more recent a subject, the more

LESSON PLAN

1. FOOD SERVICE SUPERVISOR/MANAGER CERTIFICATION COURSE

B-322-****

Topic 1.2 Adult Learning Principles

DISCUSSION POINT

RELATED INSTRUCTOR ACTIVITY

remembered about it

(2) As time goes by, memory grows dimmer

e. Intensity

(1) The more intense the learning experiences,
the better it will be understood and
retained

(2) The more vividly a subject is presented,
the better it will be learned

(3) Strong impressions on the senses through
active participation, the students will
learn and retain much more

f. Learning By Doing

(1) More effective results

(2) Thoroughly learn to do something

g. Sensory Appeal

(1) The more senses that can be involved in

LESSON PLAN

1. FOOD SERVICE SUPERVISOR/MANAGER CERTIFICATION COURSE

B-322-****

Topic 1.2 Adult Learning Principles

DISCUSSION POINT

RELATED INSTRUCTOR ACTIVITY

the learning, the more will be learned and
the longer retention of the material

(2) Retention rates:

(a) 10% from reading

(b) 20% from hearing

(c) 30% from seeing

(d) 50% from seeing and hearing combined

(e) 70% from saying

(f) 90% from saying and doing combined

h. Primacy

(1) Teach it right the first time; it is
difficult to unlearn the way that you
originally learned it

(2) People learn best when things are taught
in a logical progression, particularly
when understanding one topic is necessary

LESSON PLAN

1. FOOD SERVICE SUPERVISOR/MANAGER CERTIFICATION COURSE

B-322-****

Topic 1.2 Adult Learning Principles

DISCUSSION POINT

RELATED INSTRUCTOR ACTIVITY

in order to understand another

- (3) A good example - microbiology should be taught before foodborne illness

4. Summary

a. Principles of Adult Learning

- (1) Teaching Adults vs Children
- (2) Characteristics of Adult Learners
- (3) Superior conditions for Adult Learners
- (4) Motivating An Adult to Learn

b. Rules of Learning